

# Jefferson County Education Service District

Code: ACA  
Adopted: 12/07/10  
Readopted: 2/05/20

## Americans with Disabilities Act

The ESD is committed to maintaining equitable employment practices, services, programs and activities that are accessible and usable by qualified individuals with disabilities.

The Board directs the superintendent to develop and implement an appropriate plan that provides for ESD compliance with the Americans with Disabilities Act of 1990 and the Americans with Disabilities Act Amendments Act of 2008 (ADA).

Retaliation is prohibited against anyone who files a complaint of discrimination, participates in an Office of Federal Contract Compliance Program proceeding or otherwise opposes discrimination under federal or state laws.

END OF POLICY

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### Legal Reference(s):

Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 791, 793-794 (2006).  
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).  
Chevron U.S.A. Inc. v. Echazabal, 536 U.S. 73 (2002).  
Americans with Disabilities Act Amendments of 2008.

### Cross Reference(s):

AC - Nondiscrimination  
BD/BDA - Board Meetings/Regular Board Meetings  
GAB - Job Descriptions  
GBA - Equal Employment Opportunity  
GBL - Personnel Records  
GCBD/GDBD - Leaves and Absences  
GCBDB/GDBDB - Early Return to Work  
JB - Equal Educational Opportunity